

## LEADERSHIP

### Strategic Goal:

*Local government will be led by courageous, innovative, ambitious and proactive leaders at all levels who inspire others to maximise their potential in a strong and dynamic local government sector.*

### Why work under this pillar is important:

Effective leadership is the foundation for progress and should be demonstrated at all levels. Local government must therefore invest in developing current and future leaders.

### Benefits for:

- **The Sector** and councils will have competent motivated leaders who will build high performance teams.
- **Councils** - Individual leaders will have clear guidance on what is required, together with support and advice on developing their skills, and leaders will be recognised for displaying leadership competence.
- **Staff** will be supported by motivated leaders who care about their teams.
- **Customers** will have the assurance that leaders at all levels are focussed on developing, motivating and directing staff to deliver high quality services.

## TALENT MANAGEMENT

### Strategic Goal:

*Local government will create the culture, systems and processes which ensure the right people with the right capabilities are in the right place at the right time to develop and support a strong and dynamic sector.*

### Why work under this pillar is important:

A sectoral approach to talent management will facilitate the promotion and deployment of staff throughout local government. This has clear benefits for developing both the individual and the organisation they work in.

### Benefits for:

- **The Sector** will have the ability to plan for and support the movement and management of skilled staff within and across councils.
- **Councils** will be able to draw on a pool of staff with up to date competencies, capable of responding flexibly to business needs.
- **Staff** will have a clear framework, which allows development throughout their working life cycle.
- **Customers** will have the assurance that staff resources are effectively managed to support service delivery.

**1. Leadership and Talent Management**

<p><b>YEAR GOALS (January 2015 – January 2016)</b></p>	<p><b>AGREED ACTION POINTS</b></p>	<p><b>GROUP COMPOSITION</b></p>
<p>Gain endorsement and support from stakeholder groupings in the 11 new councils for the Leadership Framework and the Leadership Academy</p> <p>Identify 5 councils to pilot the Leadership Academy</p> <p>Key stakeholders in local government understand and accept the principles and processes of talent management.</p>	<p>Engage with the LGCEG and HR Leads to gain endorsement of the Leadership Academy for the new 11 councils</p> <p>Seek nominations for the working group from the LGCEG and HR Leads</p> <p>Produce a map to demonstrate the linkages between the working groups and projects and ensure they are fully understood</p> <p>Meet with providers of leadership training at the 3 levels to outline the specification and seek a suite of programmes/courses for the Academy</p> <p>Update the LGTG and Elected Members’ Steering Group on progress to date</p> <p>Identify councils to pilot the Leadership Academy</p> <p>Adapt the Talent Identification Toolkit for use in local government</p> <p>Establish and test the Toolkit with key stakeholders</p> <p>Develop a succession management policy and test in pilot councils</p>	<p><b>Chair:</b> Ashley Boreland, Ards BC</p> <p><b>HR Lead:</b> Marissa Canavan, Mid Ulster DC</p> <p><b>LGSC Facilitation:</b> Lorna Parsons/Lisa O’Neill</p> <p><b>Members:</b>            Nigel Hamilton, LGSC Member            Samantha Rea, Ards BC            Christine Allister, Banbridge DC            Gail Wright, Belfast CC            Elizabeth Beattie, Causeway Coast and Glens DC            Liam Glavin, Cookstown DC            Raymond Donnelly, Craigavon BC            Debbie Rogers, Derry CC            Michael Riddell, Lisburn CC            Theresa Donaldson, Lisburn City and Castlereagh DC</p>